

**House Education Testimony – April 2015**  
**SB 103 – Amendments to Sec. 1249, 1249a and 1249b of the Revised School Code**  
**Relating to Performance Evaluation Systems for Teachers and Certain School Administrators**  
**Rebecca Rocho, Asst. Superintendent – Calhoun ISD**

I am testifying on behalf of our region including those ISDs below and representing our local constituent districts. We are in support of SB 103 as introduced by Sen. Pavlov and passed by the Senate.

Our **rationale for support** is that the current law, especially in this evolving testing environment, does not accurately reflect how effectively teachers and administrators in Michigan are performing. Under current law, beginning in 2015-16, 50% of an individual's performance would be based on the state standardized assessment and we believe that the current law must be amended.

We believe that SB 103 as introduced and passed by the Senate will **provide the flexibility necessary to allow districts to continue to adopt and adapt their Performance Evaluation Systems** in a way that is “fair, transparent and rigorous” while at the same time **recognizing the work done by the Michigan Council on Educator Effectiveness**. Michigan and other states in the country are struggling with how to appropriately measure teacher and administrator effectiveness and link the evaluation to student achievement when we are also making significant changes to our assessment systems and tools. We believe the **policy changes should come before any conversation about funding** Michigan's system of Accountability, Performance Evaluation and Assessments.

We believe that SB 103, as introduced and passed the Senate:

- Provides **local control and preserves the flexibility** that districts deserve given they have been following the Michigan Performance Evaluation System (PES) requirements since originally enacted in 2011. Further, as written, the law would allow local districts to ensure that their current models meet the new criteria or they may use the flexibility provided to either modify their current models or adopt new models as recommended but not mandated.
- Earlier iterations of amendments to Sec. 1249 would have mandated local districts action in terms of vendor training, state selected models and demanded categorical funding at a time when the foundation grant, for many districts, will be below levels received prior to 2011. The flexibility provided in **SB 103** would **dramatically reduce or eliminate that funding need**.
- This legislation recognizes that Michigan, as with other states, are in a **new testing environment** where assessments are beginning to challenge our students to measure higher rigor and to test students in new on-line testing environments which we support. However, during this transition, it would be **inappropriate to measure our teachers and administrators** on the outcomes of these assessments **until the environment is much more stable**. This legislation would implement the PES requirements beginning in 2017-18 moving from assessments being used as a “significant factor” in evaluations to 25% and then to 40% beginning in 2018-19 with 40% of those assessments coming from the M-STEP state assessment. There is a **sense of urgency** to enact this legislation prior to the beginning of the 2015-16 School Year.

South Central Education Policy Consortium Members:  
Barry, Branch, Calhoun, Lenawee and Monroe ISDs

